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Area Wage Survey
Knoxville, TN
December 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
February 1988

This summary presents results of a December 1987 survey of occupational wages and employee benefits in the Knoxville Metropolitan Statistical Area, which consists of Anderson, Blount, Grainger, Jefferson, Knox, Sevier, and Union Counties. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 100 establishments employing 39,883 workers was selected to represent 354 establishments employing 77,046 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators.

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Table 1. Hourly earnings[1] of selected occupations in Knoxville, TN, December 1987

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 and over
Secretaries	395	9.53	9.38	8.00–10.74	–	–	–	–	3	3	13	25	28	26	30	44	31	40	26	42	28	12	9	9	12	13	2
Secretaries I	163	8.12	8.18	7.00– 9.25	–	–	–	–	3	3	10	24	18	15	21	18	26	19	3	2	–	1	–	–	–	–	–
Secretaries II	40	8.50	8.89	7.71– 8.89	–	–	–	–	–	–	3	–	4	7	4	16	–	1	1	4	–	–	–	–	–	–	–
Typists	8	6.77	7.08	– –	–	–	–	–	2	–	1	1	1	1	2	–	–	–	–	–	–	–	–	–	–	–	–
Word processors	78	7.13	7.24	5.75– 8.34	–	–	3	3	5	12	3	5	14	9	7	11	5	–	1	–	–	–	–	–	–	–	–
Word processors I	56	6.83	6.75	5.75– 7.59	–	–	3	3	5	12	3	5	10	6	1	8	–	–	–	–	–	–	–	–	–	–	–
Word processors II	22	8.38	8.36	7.88– 9.13	–	–	–	–	–	–	–	–	4	3	6	3	5	–	1	–	–	–	–	–	–	–	–
Key entry operators	107	6.50	6.21	5.50– 7.26	–	–	–	5	10	20	27	11	14	9	3	5	2	–	1	–	–	–	–	–	–	–	–
Key entry operators I	92	6.38	6.21	5.50– 7.26	–	–	–	5	10	18	21	11	12	9	1	5	–	–	–	–	–	–	–	–	–	–	–
Messengers	17	4.76	4.59	3.85– 6.06	–	6	2	3	1	–	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Switchboard operators	51	5.30	5.45	4.24– 5.86	–	9	6	4	10	14	2	4	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators	142	7.90	7.50	6.25– 9.09	–	–	–	1	9	4	28	15	13	14	12	10	8	11	3	2	2	5	–	–	–	5	–
Computer operators I	39	7.12	7.50	5.29– 8.30	–	–	–	1	9	4	5	–	–	5	7	3	2	2	–	–	1	–	–	–	–	–	–
Computer operators II	80	7.58	7.14	6.31– 8.61	–	–	–	–	–	–	23	15	13	6	2	4	3	7	3	2	1	2	–	–	–	–	–
Computer operators III	23	10.36	9.09	8.37–11.96	–	–	–	–	–	–	–	–	–	3	3	3	3	2	–	–	1	3	–	–	–	5	–
Drafters	108	11.61	11.55	10.10–13.99	–	–	–	–	–	–	–	–	3	2	9	10	1	1	12	12	4	9	6	3	10	12	[3]14
Drafters III	44	9.43	10.10	8.51–10.50	–	–	–	–	–	–	–	–	–	2	8	9	1	1	11	12	–	–	–	–	–	–	–
Maintenance electricians	698	14.16	14.17	14.17–14.78	–	–	–	–	–	–	–	–	6	–	1	–	–	16	–	1	–	6	8	3	1	656	–
Maintenance machinists	405	14.29	14.17	14.17–14.78	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	31	–	3	370	–
Motor vehicle mechanics	201	12.24	14.17	10.83–14.26	–	–	–	–	–	–	–	–	1	5	7	26	4	–	1	14	42	–	–	–	–	101	–
General maintenance workers	114	7.45	7.58	6.17– 8.54	–	–	6	3	11	5	11	9	11	2	23	10	13	3	3	1	1	1	–	–	1	–	–
Tool and die makers	31	11.90	11.65	11.65–12.90	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–	18	–	9	–	–	–
Truckdrivers	605	8.37	7.20	5.90–11.20	–	12	32	22	14	107	60	39	23	24	7	8	2	9	23	–	178	–	–	–	34	11	–
Truckdrivers, light truck	84	5.70	6.25	5.00– 6.25	–	12	2	–	14	2	20	1	7	–	4	2	–	–	–	–	–	–	–	–	–	–	–
Truckdrivers, medium truck	298	8.38	7.71	5.90–11.20	–	–	3	–	–	105	7	16	16	20	2	4	1	4	–	–	120	–	–	–	–	–	–
Truckdrivers, heavy truck	86	11.29	11.39	11.39–13.49	–	–	–	12	–	–	–	–	–	–	–	–	–	–	–	–	40	–	–	–	34	–	–
Truckdrivers, tractor-trailer	153	7.88	6.90	6.00–10.25	–	–	25	10	–	–	33	20	–	4	1	2	1	5	23	–	18	–	–	–	–	11	–
Shipping packers	32	6.39	5.55	5.10– 9.39	–	2	–	2	12	–	7	–	–	–	–	–	9	–	–	–	–	–	–	–	–	–	–
Material handling laborers	118	7.27	6.65	5.80–10.70	–	12	2	14	–	3	5	37	–	7	–	–	8	–	–	30	–	–	–	–	–	–	–
Forklift operators	333	8.39	8.02	6.65– 9.57	2	1	20	22	16	1	5	58	5	8	94	5	9	4	–	–	–	–	–	83	–	–	–
Guards	843	7.42	5.20	3.50–11.73	155	219	18	15	18	17	4	1	–	4	1	1	6	–	9	20	5	350	–	–	–	–	–
Guards I	460	3.91	3.50	3.45– 3.80	155	219	18	15	18	17	4	1	–	4	1	1	5	–	–	–	1	1	–	–	–	–	–
Janitors, porters, and cleaners	1,282	5.00	3.50	3.35– 5.45	553	273	59	53	26	33	11	22	26	1	6	4	1	146	1	1	–	66	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] Workers were distributed as follows: 11 at $15.00 to $16.00; and 3 at $16.00 to $17.00.

Table 2. Annual paid holidays for full-time workers in Knoxville, TN, December 1987

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	4	(1)
In establishments providing paid holidays	96	99
Number of holidays:		
1 holiday	2	–
4 holidays	2	(1)
5 holidays	11	11
6 holidays	13	11
Plus 2 half days	2	–
7 holidays	15	8
8 holidays	6	2
Plus 1 half day	1	1
9 holidays	3	3
10 holidays	18	32
Plus 1 half day	(1)	3
11 holidays	22	27
12 holidays	2	2
Average number of paid holidays where provided (in days)	8.1	9.0

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Knoxville, TN, December 1987

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	1	–
In establishments providing paid vacations	99	100
Length-of-time payment	98	99
Percentage payment	1	(*)
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	5	1
1 week	13	47
Over 1 and under 2 weeks	1	1
2 weeks	2	2
1 year of service:		
Under 1 week	1	–
1 week	70	29
Over 1 and under 2 weeks	(*)	(*)
2 weeks	26	69
3 weeks	1	2
Over 3 and under 4 weeks	1	(*)
2 years of service:		
1 week	41	12
Over 1 and under 2 weeks	(*)	(*)
2 weeks	55	83
Over 2 and under 3 weeks	(*)	1
3 weeks	2	4
Over 3 and under 4 weeks	1	(*)
3 years of service:		
1 week	8	5
Over 1 and under 2 weeks	(*)	(*)
2 weeks	85	87
Over 2 and under 3 weeks	(*)	1
3 weeks	5	6
Over 3 and under 4 weeks	1	(*)
5 years of service:		
1 week	4	3
2 weeks	52	43
Over 2 and under 3 weeks	2	7
3 weeks	40	47
Over 3 and under 4 weeks	1	–
4 weeks	1	(*)
10 years of service:		
1 week	4	3
2 weeks	25	8
Over 2 and under 3 weeks	1	6
3 weeks	48	57
Over 3 and under 4 weeks	1	(*)
4 weeks	20	26
15 years of service:		
1 week	4	3
2 weeks	21	6
Over 2 and under 3 weeks	1	6
3 weeks	28	25
Over 3 and under 4 weeks	–	(*)
4 weeks	45	59
Over 4 and under 5 weeks	(*)	(*)
5 weeks	1	–
20 years of service:		
1 week	4	3
2 weeks	21	6
Over 2 and under 3 weeks	1	6
3 weeks	14	8
20 years of service: –Continued		
Over 3 and under 4 weeks	4	1
4 weeks	42	55
Over 4 and under 5 weeks	(*)	–
5 weeks	14	2
Over 5 and under 6 weeks	(*)	(*)
6 weeks	–	18
25 years of service:		
1 week	4	3
2 weeks	21	6
Over 2 and under 3 weeks	1	6
3 weeks	13	8
Over 3 and under 4 weeks	4	1
4 weeks	32	30
Over 4 and under 5 weeks	(*)	–
5 weeks	24	28
Over 5 and under 6 weeks	(*)	(*)
6 weeks	1	19
30 years of service:		
1 week	4	3
2 weeks	21	6
Over 2 and under 3 weeks	1	6
3 weeks	13	8
Over 3 and under 4 weeks	4	1
4 weeks	32	28
Over 4 and under 5 weeks	(*)	–
5 weeks	13	26
Over 5 and under 6 weeks	(*)	(*)
6 weeks	12	22
Maximum vacation available:		
1 week	4	3
2 weeks	21	6
Over 2 and under 3 weeks	1	6
3 weeks	13	8
Over 3 and under 4 weeks	–	(*)
4 weeks	36	29
Over 4 and under 5 weeks	(*)	–
5 weeks	13	26
Over 5 and under 6 weeks	(*)	(*)
6 weeks	12	22

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[*] Less than 0.5 percent.

[2] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Knoxville, TN, December 1987

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	98	99
Life insurance	94	98
Noncontributory plans	66	72
Accidental death and dismemberment insurance	73	55
Noncontributory plans	60	39
Sickness and accident insurance or sick leave or both	75	91
Sickness and accident insurance	57	40
Noncontributory plans	47	35
Sick leave (full pay and no waiting period)	24	80
Sick leave (partial pay or waiting period)	11	6
Long-term disability insurance	19	56
Noncontributory plans	15	50
Hospitalization insurance	97	99
Noncontributory plans	45	29
Surgical insurance	97	99
Noncontributory plans	45	29
Medical insurance	97	99
Noncontributory plans	45	29
Major medical insurance	94	99
Noncontributory plans	41	29
Dental insurance	48	60
Noncontributory plans	26	36
Health maintenance organization	27	42
Noncontributory plans	5	4
Retirement pension	66	76
Noncontributory plans	59	73

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

Table 5. Establishments and workers within scope of survey and number studied in Knoxville, TN,[1] December 1987

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
				Within scope of survey				Studied[3]
		Within scope of survey[3]	Studied	Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	354	100	77,046	100	45,107	7,770	39,883
Manufacturing	50	115	37	36,741	48	26,698	3,003	24,089
Nonmanufacturing[5]	50	239	63	40,305	52	18,409	4,767	15,794

[1] The Knoxville Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Anderson, Blount, Grainger, Jefferson, Knox, Sevier, and Union Counties. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

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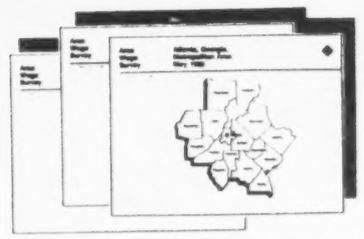

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